

FIRST AMENDMENT TO THE
MEMORANDUM OF UNDERSTANDING
DATED JULY 1, 2016 THROUGH JUNE 30, 2023
BETWEEN
THE WATER BOARD
AND
THE SAN BERNARDINO WATER DEPARTMENT
EMPLOYEES' ASSOCIATION

ARTICLE III – SALARIES

3.1 Salary Schedule is changed to add:

The salary ranges applicable to unit members effective January 1, 2019 is provided in Exhibit A-3.

CITY OF SAN BERNARDINO
MUNICIPAL WATER DEPARTMENT

BY: 

BY: *Kohi Thame*

BY: *Jennifer Shepherd*

BY: *Cynthia Mouser*

BY: *K. Stum*

BY: *Jamie Beins*

THE SAN BERNARDINO WATER
DEPARTMENT EMPLOYEES'
ASSOCIATION

BY: *Carl D. Jones*

BY: *Paula Cruz*

BY: *Beverly Castelano*

BY: *Karen Saxe*

BY: *Sandy*

BY: *Michael Magberry*

BY: 

BY: 

DATED: *11/7*, 2018

**EXHIBIT A-3, 3.1 SALARY SCHEDULE
EFFECTIVE JANUARY 1, 2019
WATER DEPARTMENT EMPLOYEES ASSOCIATION**

RANGE	MINIMUM			MAXIMUM		
	\$/HOUR	\$/MONTH	\$/YEAR	\$/HOUR	\$/MONTH	\$/YEAR
114	\$ 12.1629	\$ 2,108.23	\$ 25,298.74	\$ 13.5895	\$ 2,698.71	\$ 32,384.52
115	\$ 12.4669	\$ 2,160.93	\$ 25,931.21	\$ 15.9587	\$ 2,766.18	\$ 33,194.14
116	\$ 12.7785	\$ 2,214.96	\$ 26,579.49	\$ 16.3577	\$ 2,835.33	\$ 34,023.99
117	\$ 13.0981	\$ 2,270.33	\$ 27,243.97	\$ 16.7666	\$ 2,906.22	\$ 34,874.59
118	\$ 13.4255	\$ 2,327.09	\$ 27,925.07	\$ 17.1858	\$ 2,978.87	\$ 35,746.48
119	\$ 13.7812	\$ 2,385.27	\$ 28,623.20	\$ 17.6154	\$ 3,053.34	\$ 36,640.12
120	\$ 14.1052	\$ 2,444.90	\$ 29,338.78	\$ 18.0568	\$ 3,129.68	\$ 37,566.12
121	\$ 14.4578	\$ 2,506.02	\$ 30,072.25	\$ 18.5072	\$ 3,207.92	\$ 38,495.02
122	\$ 14.8193	\$ 2,568.67	\$ 30,824.06	\$ 18.9699	\$ 3,288.12	\$ 39,457.40
123	\$ 15.1897	\$ 2,632.80	\$ 31,594.66	\$ 19.4442	\$ 3,370.32	\$ 40,443.83
124	\$ 15.5695	\$ 2,698.71	\$ 32,384.52	\$ 19.9303	\$ 3,454.58	\$ 41,454.93
125	\$ 15.9587	\$ 2,766.18	\$ 33,194.14	\$ 20.4285	\$ 3,540.94	\$ 42,491.30
126	\$ 16.3577	\$ 2,835.33	\$ 34,023.99	\$ 20.9392	\$ 3,629.47	\$ 43,553.58
127	\$ 16.7666	\$ 2,906.22	\$ 34,874.59	\$ 21.4627	\$ 3,720.20	\$ 44,642.42
128	\$ 17.1858	\$ 2,978.87	\$ 35,746.48	\$ 21.9993	\$ 3,813.21	\$ 45,758.46
129	\$ 17.6154	\$ 3,053.34	\$ 36,640.12	\$ 22.5493	\$ 3,908.54	\$ 46,902.45
130	\$ 18.0568	\$ 3,129.68	\$ 37,566.12	\$ 23.1130	\$ 4,006.25	\$ 48,075.01
131	\$ 18.5072	\$ 3,207.92	\$ 38,495.02	\$ 23.6908	\$ 4,106.41	\$ 49,276.88
132	\$ 18.9699	\$ 3,288.12	\$ 39,457.40	\$ 24.2831	\$ 4,209.07	\$ 50,508.81
133	\$ 19.4442	\$ 3,370.32	\$ 40,443.83	\$ 24.8902	\$ 4,314.29	\$ 51,771.53
134	\$ 19.9303	\$ 3,454.58	\$ 41,454.93	\$ 25.5124	\$ 4,422.15	\$ 53,065.81
135	\$ 20.4285	\$ 3,540.94	\$ 42,491.30	\$ 26.1502	\$ 4,532.70	\$ 54,392.46
136	\$ 20.9392	\$ 3,629.47	\$ 43,553.58	\$ 26.8040	\$ 4,646.02	\$ 55,752.27
137	\$ 21.4627	\$ 3,720.20	\$ 44,642.42	\$ 27.4741	\$ 4,762.17	\$ 57,146.08
138	\$ 21.9993	\$ 3,813.21	\$ 45,758.46	\$ 28.1609	\$ 4,881.23	\$ 58,574.73
139	\$ 22.5493	\$ 3,908.54	\$ 46,902.45	\$ 28.8650	\$ 5,003.26	\$ 60,039.10
140	\$ 23.1130	\$ 4,006.25	\$ 48,075.01	\$ 29.5856	\$ 5,128.34	\$ 61,540.07
141	\$ 23.6908	\$ 4,106.41	\$ 49,276.88	\$ 30.3262	\$ 5,256.55	\$ 63,078.58
142	\$ 24.2831	\$ 4,209.07	\$ 50,508.81	\$ 31.0844	\$ 5,387.96	\$ 64,655.54
143	\$ 24.8902	\$ 4,314.29	\$ 51,771.53	\$ 31.8615	\$ 5,522.66	\$ 66,271.93
144	\$ 25.5124	\$ 4,422.15	\$ 53,065.81	\$ 32.6580	\$ 5,660.73	\$ 67,928.73
145	\$ 26.1502	\$ 4,532.70	\$ 54,392.46	\$ 33.4745	\$ 5,802.25	\$ 69,626.95
146	\$ 26.8040	\$ 4,646.02	\$ 55,752.27	\$ 34.3114	\$ 5,947.30	\$ 71,367.62
147	\$ 27.4741	\$ 4,762.17	\$ 57,146.08	\$ 35.1691	\$ 6,095.98	\$ 73,151.81
148	\$ 28.1609	\$ 4,881.23	\$ 58,574.73	\$ 36.0484	\$ 6,248.38	\$ 74,980.61
149	\$ 28.8650	\$ 5,003.26	\$ 60,039.10	\$ 36.9496	\$ 6,404.59	\$ 76,855.12
150	\$ 29.5856	\$ 5,128.34	\$ 61,540.07	\$ 37.8733	\$ 6,564.71	\$ 78,776.50
151	\$ 30.3262	\$ 5,256.55	\$ 63,078.58	\$ 38.8201	\$ 6,728.83	\$ 80,745.91
152	\$ 31.0844	\$ 5,387.96	\$ 64,655.54	\$ 39.7907	\$ 6,897.05	\$ 82,764.58
153	\$ 31.8615	\$ 5,522.66	\$ 66,271.93	\$ 40.7854	\$ 7,069.47	\$ 84,833.67
154	\$ 32.6580	\$ 5,660.73	\$ 67,928.73	\$ 41.8051	\$ 7,246.21	\$ 86,954.51
155	\$ 33.4745	\$ 5,802.25	\$ 69,626.95	\$ 42.8502	\$ 7,427.36	\$ 89,128.38
156	\$ 34.3114	\$ 5,947.30	\$ 71,367.62	\$ 43.9214	\$ 7,613.05	\$ 91,356.59
157	\$ 35.1691	\$ 6,095.98	\$ 73,151.81	\$ 45.0195	\$ 7,803.38	\$ 93,640.50
158	\$ 36.0484	\$ 6,248.38	\$ 74,980.61	\$ 46.1450	\$ 7,998.46	\$ 95,981.51
159	\$ 36.9496	\$ 6,404.59	\$ 76,855.12	\$ 47.2986	\$ 8,198.42	\$ 98,381.05
160	\$ 37.8733	\$ 6,564.71	\$ 78,776.50	\$ 48.4810	\$ 8,403.38	\$ 100,840.58
161	\$ 38.8201	\$ 6,728.83	\$ 80,745.91	\$ 49.6931	\$ 8,613.47	\$ 103,361.59
162	\$ 39.7907	\$ 6,897.05	\$ 82,764.56	\$ 50.9354	\$ 8,828.80	\$ 105,945.63
163	\$ 40.7854	\$ 7,069.47	\$ 84,833.67	\$ 52.2088	\$ 9,049.52	\$ 108,594.27
164	\$ 41.8051	\$ 7,246.21	\$ 86,954.51	\$ 53.5140	\$ 9,275.76	\$ 111,309.13
165	\$ 42.8502	\$ 7,427.36	\$ 89,128.38	\$ 54.8519	\$ 9,507.65	\$ 114,091.85

EXHIBIT A-3 REMOVES RANGES 112 AND 113 AND REFLECTS A 4.7% INCREASE OVER SCHEDULE EFFECTIVE JULY 1, 2017.

